

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
National Cemetery Administration

29 CFR §1614.704(a) - (c)		29 CFR §1614.705 Comparative Data				
Complaint Activity	3rd Quarter FY 2006					
		2005	2004	2003	2002	2001
Number of Complaints Filed in FY 1614.704(a)	20	23	28	2232	2258	2147
Number of Complainants 1614.704(b)	20	22	25	2003	2042	1718
Repeat Filers 1614.704(c)	0	1	3	229	216	229

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data				
Complaints by Basis	3rd Quarter FY 2006	Previous Fiscal Year Data				
		2005	2004	2003	2002	2001
Race	18	6	4	1013	806	1196
Color	0	0	3	47	70	-
Religion	5	1	0	31	36	88
National Origin	0	1	4	177	80	98
Sex (including complaints filed under Equal Pay Act)	11	4	8	748	635	1121
Disability	13	7	4	514	618	643
Age	11	7	4	340	280	240
Reprisal	28	9	17	711	740	1028
Other	0	2	0	0	0	0

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29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data					
Complaints by Issue	3rd Quarter FY 2006	Previous Fiscal Year Data					
		2005	2004	2003	2002	2001	
Appointment/Hire	1	0	1	56	77	166	
Assignment of Duties	6	0	0	190	188	348	
Awards	0	3	0	46	40	39	
Conversion to Full-time	0	0	0	4	4	7	
Disciplinary Action	18	6	4	602	485	319	
Demotion	0	0	1	18	18	43	
Reprimand	7	0	0	46	36	128	
Suspension	8	1	0	103	87	116	
Removal	0	2	3	325	301	32	
Other	3	3	0	110	43	0	
Duty Hours	0	0	0	72	63	100	
Evaluation Appraisal	0	1	0	67	55	100	
Examination/Test	0	0	0	12	11	23	
Harassment	19	9	20	1462	1296	1403	
Non-Sexual	18	9	18	1375	1208	1298	
Sexual	1	0	2	87	88	105	
Medical Examination	0	0	0	5	5	19	
Pay (Including Overtime)	0	1	2	57	73	27	
Promotion/Non-Selection	7	5	15	742	692	925	
Reassignment	0	0	0	131	117	116	
Denied		0	0	21	19	22	
Directed		0	0	110	98	94	
Reasonable Accommodation	18	0	1	132	145	90	
Reinstatement	0	0	0	11	4	9	
Retirement	0	1	0	22	24	18	
Termination	2	4	0	0	47	227	
Terms/Conditions of Employment	2	0	1	200	187	353	
Time and Attendance	1	1	2	176	163	211	
Training	6	2	3	62	51	156	
Other	6	3	0	12	0	0	

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29 CFR §1614.704(f)													
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		3rd Quarter FY 2006		Previous Fiscal Year Data									
				Number	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days
				2005		2004		2003		2002		2001	
All complaints pending in Investigative Stage	1614.704	9	140.4	8	157	6	37.2	1049	130	1741	125	1095	153
All complaints pending in Final Agency Action Stage	(f) (1)	2	358	3	77	8	438	236	418	253	348.7	369	289
All complaints pending in which Hearing was not requested	1614.704 (f) (2)	6	201	5	943	7	276	NA	NA	NA	NA	NA	NA
Time in Investigation Stage	1614.704 (f) (3)	6	156	5	155	7	228	NA	NA	NA	NA	NA	NA
Time to issue Final Agency Action		6	45*	5	77	7	48	NA	NA	NA	NA	NA	NA
All complaints pending in which a Hearing was requested		2	236	3	98.5	6	239	NA	NA	NA	NA	NA	NA
Time in Investigation Stage	1614.704 (f) (3)	2	222	3	90.5	6	226	NA	NA	NA	NA	NA	NA
Time to issue Final Agency Action		2	14	3	8	6	13	485	19	448	20	419	19

* This figure includes an average delay in getting the file to the Department's adjudication office (OEDCA) in VA's Central Office of **20** days; said delay computed from the start of the Final Action Stage [see Sec. 1614.702(g)] to receipt of the investigative file in OEDCA. Actual processing time in OEDCA was **25** days.

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29 CFR §1614.704(g)		29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	3rd Quarter FY 2006	Previous Fiscal Year Data					
		2005	2004	2003	2002	2001	
Total Complaints Dismissed by Agency	3	4	6	402	487	437	
Average days pending prior to dismissal	49	70.5	77.7	82.99	88.3	90.79	

29 CFR §1614.704(h)			29 CFR §1614.705 Comparative Data									
<i>Total Final Agency Actions Finding Discrimination</i>	3rd Quarter FY 2006		Previous Fiscal Year Data									
			2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	0		0		0		0		0		0	
Without Hearing 704(h)(2)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
With Hearing 704(h)(3)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Basis	3rd Quarter FY 2006		Previous Fiscal Year Data									
			2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(i)(1)	0		0		0		0		0		0	
Number Findings Rendered Without Hearing 704(i)(2)	0		0		0		0		0		0	
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex (include Equal Pay Act)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Basis	3rd Quarter FY 2006		Previous Fiscal Year Data									
			2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(i)(1)	0		0		0		0		0		0	
Number Findings Rendered After Hearing 704(i)(3)	0		0		0		0		0		0	
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex (include Equal Pay Act)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Issue	3rd Quarter FY 2006		Previous Fiscal Year Data									
			2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	0		0		0		0		0		0	
Findings Without Hearing 704(j)(2)	0		0		0		0		0		0	
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Issue	3rd Quarter FY 2006		Previous Fiscal Year Data									
			2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	0		0		0		0		0		0	
Findings After Hearing 704(j)(3)	0		0		0		0		0		0	
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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29 CFR §1614.704(k)		29 CFR §1614.705 Comparative Data					
Complaints Pending From Previous Fiscal Years by Status	3rd Quarter FY 2006	Previous Fiscal Year Data					
		2005	2004	2003	2002	2001	
Total complaints from previous Fiscal Years 704(k)(1)	9	10	14	3122	3995	4045	
Total Complainants 704(k)(2)	9	9	13	NA*	NA*	NA*	
Investigation	0	0	0	1049	1741	1095	
ROI issued, pending Complainant's action	0	0	0	NA*	NA*	NA*	
Hearing	6	7	2	1572	1619	1811	
Final Agency Action	1	3	12	236	253	369	
Appeal with EEOC Office of Federal Operations	NA*	NA*	NA	NA*	NA*	NA*	
29 CFR §1614.704(l)		29 CFR §1614.705 Comparative Data					
Complaint Investigations	3rd Quarter FY 2006	Previous Fiscal Year Data					
		2005	2004	2003	2002	2001	
Number Pending Completion of Investigation	4	3	6	1049	1741	1095	
Pending Investigations Over Required Time Frames	3	0	2	NA*	NA*	NA*	